

## Resolution Condemning Racism and All Forms of Discrimination

WHEREAS racism is a deeply ingrained social issue that has persisted in various forms throughout U.S. history, causing immense harm and pain to individuals and communities.

WHEREAS every person is entitled to equal treatment and protection under the law, regardless of race, color, or ethnicity.

WHEREAS it is our collective responsibility as the University of Evansville Board of Trustees to be active participants in eradicating racism and all forms of discrimination and promoting respect and understanding among people of different backgrounds.

WHEREAS instances of discrimination based on race, color, or ethnicity in our campus community have highlighted the need for action to combat racism.

WHEREAS the University of Evansville Board of Trustees continues its commitment to diversity and inclusion and condemnation of intolerance and hateful expressions on our campus and in our broader communities as stated in our Statement of Solidarity.

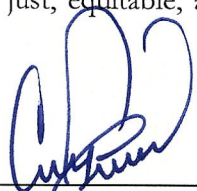
NOW THEREFORE BE IT RESOLVED that the University of Evansville Board of Trustees condemns racism and all forms of discrimination.

AND BE IT FURTHER RESOLVED that the University of Evansville Board of Trustees commits to the following:

1. Speak out against racist and other discriminatory attitudes and behaviors, and actively promote tolerance, respect, and understanding among people of different races and ethnicities.
2. Ensure that relevant policies are in place to protect students, employees, and trustees from discrimination based on race, color, ethnicity, and other protected classes.
3. Support the President and campus community in holding accountable those who engage in racial discrimination and harassment.
4. Participate in education and training that raises awareness of the harm caused by racism and other discrimination and promote a community where inclusive attitudes and behaviors of all our people persist.
5. Champion efforts by the University to promote diversity and representation in all areas of the organization, including in leadership positions, to ensure that the voices of people of different races and ethnicities are heard, and their perspectives are considered.
6. Advocate for addressing the root causes of racism and unequal access to opportunities.
7. Support concrete actions toward ensuring a more just, equitable, and inclusive educational institution for all.

Approved this 18<sup>th</sup> day of February 2023

  
Robert G. Jones, Chair  
University of Evansville Board of Trustees

  
Christopher M. Pietruszkiewicz, President  
University of Evansville